



Child Protection Foundation Training

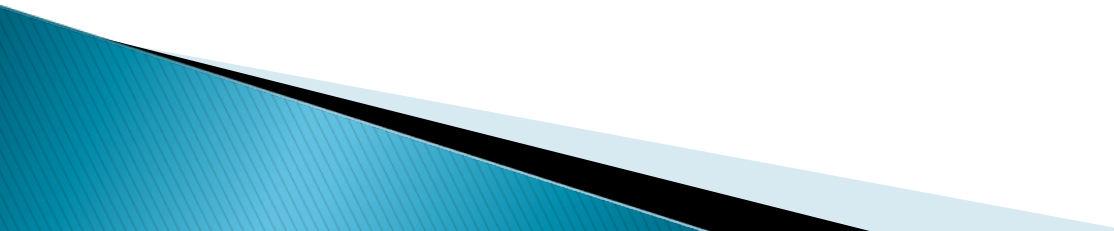
Attitudes, Beliefs & Assumptions

What are we addressing?

- ▶ What we bring to our positions – our beliefs, values, attitudes, judgments, biases, & assumptions that can create a lens through which we view our families and our decision-making
- ▶ Strategies for avoiding common missteps



Core Competencies

- ▶ **Acknowledge that our attitudes, beliefs and assumptions can influence our decision-making**
 - ▶ **Recognize when we are at risk of making assumptions that could impact safety decisions**
 - ▶ **Work effectively , appropriately, and fairly with families and seek assistance from supervisors when our beliefs and attitudes may be causing interference.**
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Key Consideration

- ▶ Our perceptions about children, childhood, and maltreatment are influenced by our own personal experiences of being children, being parents, our careers, our peer groups, religion, culture, the media and current social issues.



What assumptions do you make?

Assumptions are ideas, beliefs, predictions, suspicions and inferences that we have about various aspects of life (i.e., experience, people, religion, policies, justice, etc.)



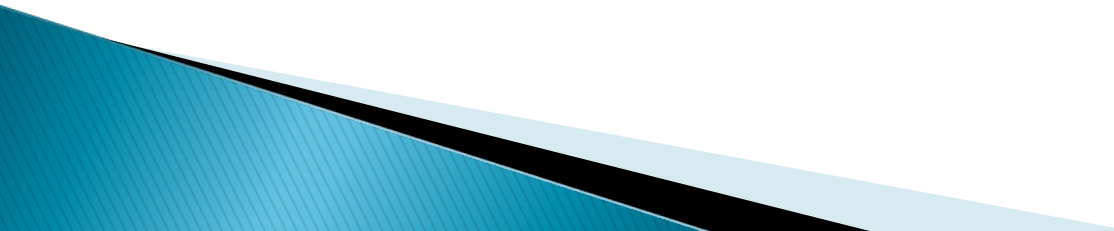
What are your beliefs?

Beliefs are our convictions, expectations, faith, hope and assurances about various aspects of life.



The Influence of Attitudes, Beliefs and Assumptions: Five Missteps in Child Protection

ONE

- ▶ An initial hypothesis is formulated on the basis of incomplete information, and is assessed and accepted too quickly. Investigators become committed to this hypothesis and fail to seek out information that could disconfirm or refute it.
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Critical Questions to Consider

- ▶ Am I remaining curious and inquisitive about what I am seeing and assessing?
- ▶ Am I open to new information?
- ▶ How confident am I that I have sufficient information on which to base my decision?
- ▶ Am I prepared to change my mind?



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TWO

- ▶ Information taken at the first encounter with family is not adequately recorded, facts are not checked, and case history and less “obvious” details are insufficiently explored.

Critical Questions to Consider

- ▶ Did I actively question the contact to ensure that I have as much information as possible and fleshed out anything that was unclear or incomplete?
- ▶ Have I checked that I have extracted the most important details from all of the details provided?
- ▶ Would I react differently if the information came from a different source?



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THREE

- ▶ There is insufficient full engagement with parents (mothers/fathers/caretakers) to assess risk.



Critical Questions to Consider

- ▶ Do I have the confidence to challenge parents appropriately, and be honest and open about my concerns while acknowledging their strengths?
- ▶ What is my relationship with the parent(s) and how does this influence my assessment?
- ▶ Have I taken steps to locate and talk to other significant adults/absent parents who have a bearing on the child's life?



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Four

- ▶ Throughout the investigation, investigators do not clearly check that others have understood their communication. There is an assumption that information shared is information understood.

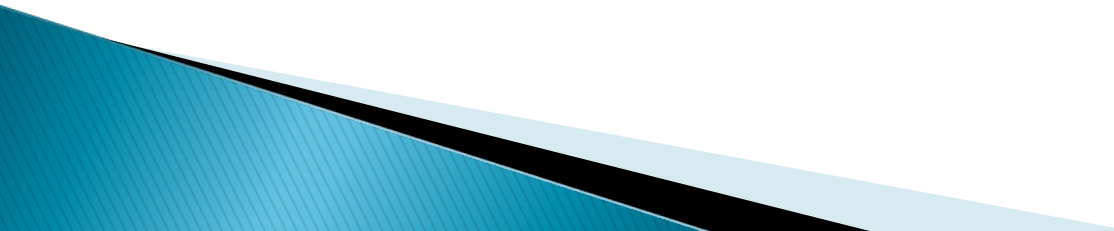
Critical Questions to Consider

- ▶ Do I understand rules of information sharing and procedures?
- ▶ How can I ensure that information I have passed on has been understood?
- ▶ Am I overlooking any communication barriers that I need to address?



The Influence of Attitudes, Beliefs and Assumptions: Five Missteps in Child Protection

Five

- ▶ There can be insufficient communication between supervisors and investigators that compromise worker safety if investigators do not communicate their concerns about encountering clients who are uncooperative, ambivalent, confrontational, avoidant or aggressive.
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Critical Questions to Consider

- ▶ Should this visit be made jointly with a colleague, other professional?
- ▶ Could this particular visit be arranged at a neutral venue and how might I then make sure that I see the family at home under safer conditions?
- ▶ Are my colleagues/supervisor aware of where I am going and when I should be back? Are they aware of any concerns I had about this particular encounter?
- ▶ What techniques might I use to work through resistance?



RECALL: Key Consideration

- ▶ Our perceptions about children, childhood, and maltreatment are influenced by our own personal experiences of being children, being parents, our careers, our peer groups, religion, culture, the media and current social issues.



Self Reflection

- ▶ L,G,B,T,Q&A
- ▶ Domestic Violence
- ▶ Sexual Abuse
- ▶ Alcohol/Drug abuse
- ▶ Mother's with children by multiple men
- ▶ Men with children by multiple women
- ▶ Welfare recipients
- ▶ Teenagers

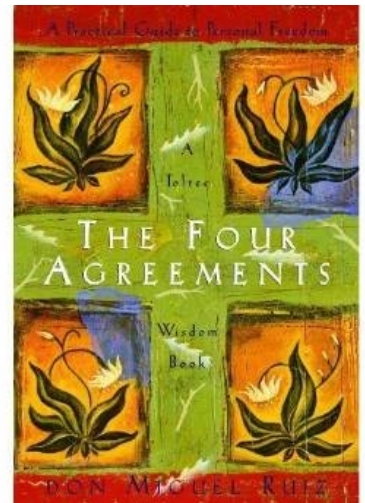
Six Steps of Critical Thinking

- ▶ What information is available?
- ▶ What am I being asked to believe or accept?
- ▶ What evidence is available to support the assertion...is it reliable and valid?
- ▶ Are there alternative ways of interpreting the information?
- ▶ What additional information would help to evaluate the alternatives?
- ▶ What conclusions are most reasonable based on the information and the number of alternative explanations?

The Four Agreements

By Don Miguel Ruiz—author, teacher and historian

Based on an ancient Toltec society



Be impeccable with your word

Say only what you mean and mean everything that you say.

Sounds easy, but . . .



Don't take anything personally

Nothing that anyone else says or does is because of you.



Don't make assumptions

The problem with making assumptions is that we believe they are the truth.



Always do your best

Under any circumstances, always do your best: no more, no less.



Personal Commitment

- ▶ Be impeccable with your word.
 - ▶ Don't take anything personally.
 - ▶ Don't make assumptions.
 - ▶ Always do your best.
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